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An Overview of The Hearing and Speech Agency

The Hearing and Speech Agency of Metropolitan Baltimore Inc., is a private, not-for-profit, 501(c)(3) tax-exempt organization dedicated to meeting the speech, language and hearing needs of Maryland's children and adults. The Hearing and Speech Agency is a direct services provider, an information resource center, and advocate for serving people of all ages who are deaf, hard of hearing, or who have speech and language disorders.

The Agency is organized into programs and departments each headed by a director or coordinator. Currently there are approximately 70 staff members, employed full- or part-time, and approximately 125 contractual workers. The service delivery staff includes speech-language pathologists, audiologists, special educators, teacher assistants, social workers, sign language and oral interpreters, sign language teachers, psychologists, occupational and physical therapists, an adaptive physical education teacher and a registered nurse.

- **Executive Director**-Susan Glasgow
- **Building Manager**-Robbie Robertson
- **Centralized Interpreter Referral Service**-Tina Montgomery, Director
- **Clinical Services, Audiology**-Bette Stevens, Director
- **Clinical Services, Speech-Language Pathology**-Olga Polites, Coordinator
- **Development**-Sarah Fawcett-Lee, Director
- **Fiscal Manager**-Donna Roberts
- **Gateway School**-Eileen Washington, Director
- **Office Manager**-Judith Robertson

The Hearing and Speech Agency's fiscal year is July 1-June 30. The operating budget for FY01 is \$3,999,481. The Agency has an annual audit conducted by an independent auditor and files an IRS Form 990 each year. Directors and Officers Insurance is provided through Wetzel and Lanzi, Inc.

Funding for the Agency's programs includes private pay, Medical Assistance, tuition assistance through the Maryland State Department of Education (MSDE), and other 3rd party purchasers such as some private health insurance and hospital programs. The Agency has contractual arrangements with the Baltimore City Public Schools, the Baltimore Infants and Toddler's Program, some private schools, hospitals and government agencies.

The Agency is a fully certified member agency of the United Way of Central Maryland. In FY01, the Agency received an allocation of approximately \$117,000 and additional designations. This represents approximately 3% of the Agency's operating budget. Designations can be made to The Hearing and Speech Agency by using the Agency's United Way designation number 051. United Way funds are allocated to the Agency's Clinical Services Program and help support sliding/reduced fees to individuals for speech pathology and audiology services.

The Agency has an Equal Opportunity Policy that prohibits unlawful discrimination against employees, volunteers, or clients on the basis of race, color, religion, gender, age, national origin, mental or physical disability, marital status, veteran status, political affiliation, or any other classification protected by law.

Please visit our website at www.hasa.org